

8.1 DISABILITY PROGRAM OVERVIEW

ServeNebraska receives a formula-based Disability grant from the Corporation for National and Community Service to promote disability inclusion in AmeriCorps and other national service programming. The key goals of the ServeNebraska Disability Program include:

- Increase enrollment of individuals with disabilities in national service
- Increase knowledge and awareness of disability related regulations
- Increase inclusion
- Increase partnerships
- Increase training opportunities
- Increase positive experiences

The Commission will accomplish these goals through a variety of areas: inclusion, accommodation, training/professional development, preparedness and special projects.

Inclusion

ServeNebraska is dedicated to ensuring that individuals with disabilities are fully engaged in their communities, have the opportunity to participate actively in national service, have opportunities for professional development and are vitally involved in community preparedness.

Accommodation

One focus of ServeNebraska's Disability Program is to provide opportunities for individuals with disabilities to serve equally alongside their able-bodied counterparts. This is accomplished through the provision of "reasonable accommodation". A reasonable accommodation is any change in the work environment or in the way things are customarily done that would enable a qualified individual with a disability to enjoy equal employment opportunities.

Part of the Disability Grant is budgeted specifically for 'reasonable accommodations' for AmeriCorps members. Accommodations may include, but are not limited to: accessible transportation to-and-from events and meetings; accessible overnight lodging for events; alternatively formatted materials, such as Braille or large print, for those with visual impairments.

ServeNebraska also assists program leaders with accommodations related to scheduling, training and other facets of a members' service.

Inclusion Training

ServeNebraska provides training and professional development opportunities related to disability for national service program members and staff and others committed to strengthening the quality of life for Nebraskans. ServeNebraska staff members draw on their own expertise, as well as a vast network of disability experts to provide training and resources on a variety of issues related to programmatic inclusion, accessibility, outreach, collaboration, accommodation and legal matters.

Special Projects

ServeNebraska provides occasional funding for special service projects and mini-grant opportunities that further engage Nebraskans with disabilities in service. Additional promotional activities, such as inclusive recruitment events for AmeriCorps, are also held periodically in an attempt to improve Nebraska's inclusiveness in AmeriCorps.